FORT GORDON COLLABORATIVE EEO INQUIRY

TRADOC-MEDCOM-CHRA-IMA

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EMPLOYEE OPEN FORUM

Purpose

- **To address allegations of discrimination regarding employment disparities at Fort Gordon.**
- **Conduct staff assistance and provide a response to affected commands and HQDA.**
- **To provide employees training and information; another source to voice concerns.**

Staff Assistance Visit Team

Team Leader

Seema Salter – HQ IMA EEO

Team Members

Rufus Caruthers - IMA Region EEO (SERO)
Rosetta Green - TRADOC EEO
Carmen Lopez - MEDCOM EEO
CPT Muirhead - HQ IMA EEO
Nora Seifert – HR MEDCOM
Diana Skelton – HR TRADOC
Ashley Tyson - SC CHRA

Team Advisors

Dave Brooks - SC CHRA
Alice Ward - HR TRADOC
JoAnn Robertson – HR MEDCOM
Larry Olson – HR IMA

Background

- **HQDA requested an assessment and a "collaborative inquiry by affected staff agencies"**

  23 Feb 04 DA Memo – NAACP Report

  15 Apr 04 Fort Gordon Garrison Response to DA

  13 May 04 DA Memo – Anonymous Letter

- **TRADOC Staff Assistance Visit 8–12 Mar 04**

Summary of Allegations

- Disparate treatment of African Americans
- Good Old Boy system in hiring
- CPAC lacks credibility
- Appraisals/awards not equitable
- Minorities are disadvantaged in promotions
- Disciplinary actions not applied equitably
- Reprisal
- Training and mentoring not received by minorities
- EEO Office not allowed to be effective

Methodology

- **DATA COLLECTION:**
  - **employee and manager interviews and open forums**
  - **Review and analyze demographics**
  - **Climate Survey**

- **Compare and assess data by:**
  - **Local Standard Metropolitan Statistical Area (SMSA)**
  - **Fort Gordon population**
  - **Command population**
  - **Civilian Attitude Survey**

Outcomes

- **Employees provided a vehicle to voice concerns; receive information and advised of rights**

- **Team will report findings, trends, issues and recommendations through appropriate chain of command to HQDA**

EEO RESPONSIBILITIES

- **Provide compliance and program evaluation services**
- **Advisory services**
- **Manage the EEO complaint program**
- **Provide EEO training and education**
- **Manage Affirmative Employment**
- **Manage the Special Emphasis (SEP)**

Applicable Laws

- √ Civil Rights Act of 1964 (Title VII) as amended
- √ Rehabilitation Act (1973) Sections 501, 504, and 508
- √ Architectural Barriers Act (1972) (PL 92-480)
- √ Age and Discrimination in Employment Act of 1967 as amended
- √ Equal Pay Act (1963)
- √ Americans with Disabilities Act (1990)
- √ Civil Rights Act of 1991

Regulatory and Directive Requirements

- **AR 690-12 – EEO and Affirmative Action**
- **AR 690-600 – EEO Discrimination Complaints**
- **DOD Directive 1440.1 –Civilian EEO Program**

Affirmative Employment

A TOOL TO ACHIEVE EQUAL OPPORTUNITY.

A PROGRAM OF SELF-ANALYSIS, PROBLEM IDENTIFICATION, DATA COLLECTION, POLICY STATEMENTS, REPORTING SYSTEMS, AND ELIMINATION OF DISCRIMINATORY POLICIES AND PRACTICES, PAST AND PRESENT.

SOURCE: DOD DIRECTIVE 1440.1 "THE DOD CIVILIAN EQUAL EMPLOYMENT OPPORTUNITY (EEO) PROGRAM"

Who Can File An EEO Complaint?

- **Applicants**
- **Employees**
- **Contractors**

Basis for Filing a Complaint

- **Race**
- **Color**
- **Sex**
- **Age**
- **Religion**
- **National Origin**
- **Disability (physical or mental)**
- **Reprisal for Title VII Activity**

Aggrieved must identify an issue relating to a term, condition or benefit of EMPLOYMENT

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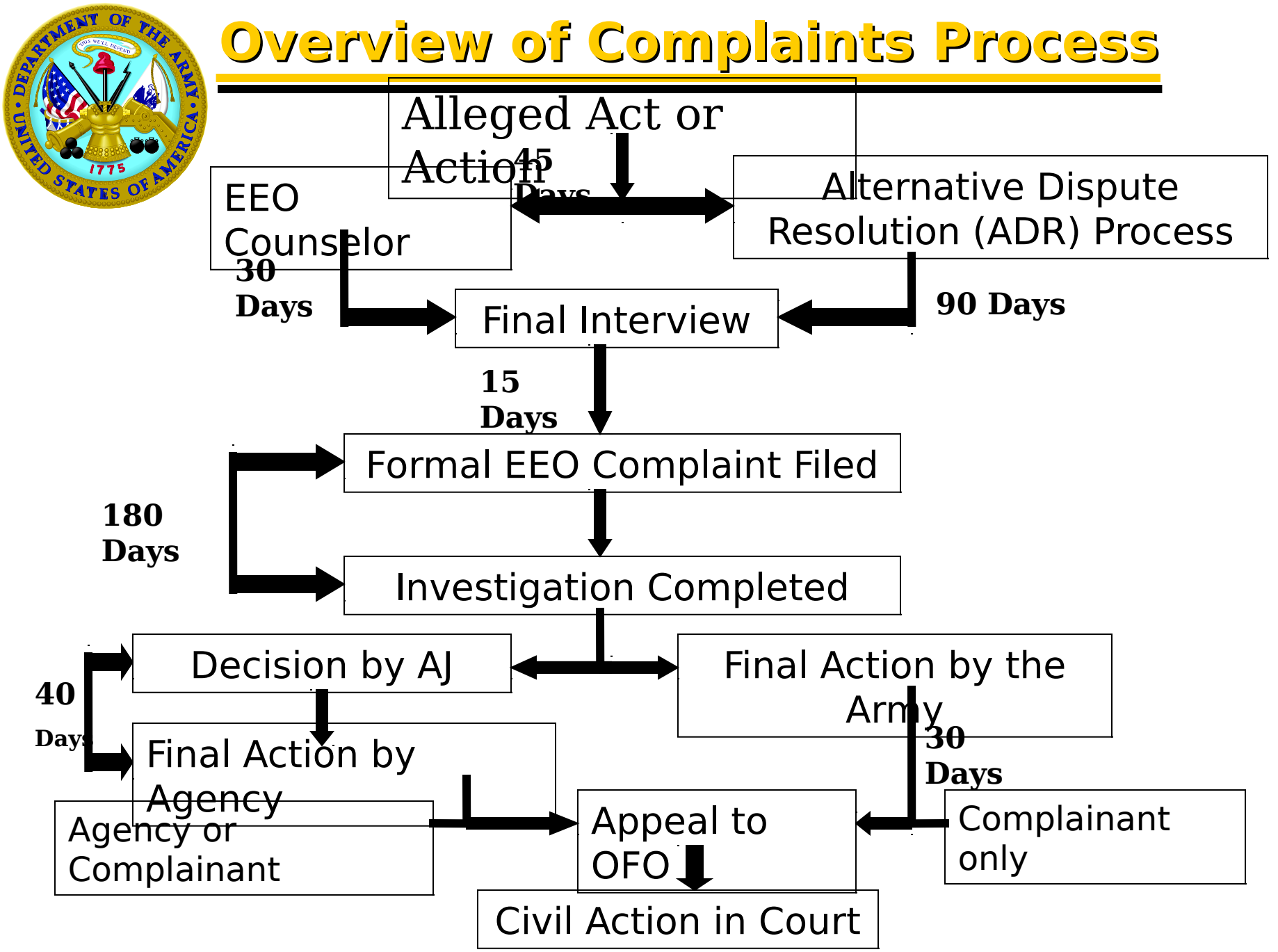
Overview of Complaints Process



POINT OF CONTACT

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OPEN FORUM

GROUND RULES AND PROCESS

- **Not appropriate to discuss on going protected activities; complaints of discrimination, legal actions, IG complaints or grievances, etc.**
- **If requested one on one interview/appointments can be made with any team member**
- **Team members will be taking notes for reporting purposes**
- **3 X 5 cards provided may be used to pose questions**
- **Be flexible; please hold questions until the open forum**

OPEN FORUM

- **Why are you here?**
- **How would you describe your organization climate or morale?**
- **Has anyone used the Complaint Process, Grievance procedures, IG, Chaplain, to address issues or concerns? Are you willing to share your experience?**
- **Do you trust Fort Gordon's management leadership and practice?**
- **Get data/information on regarding:**

PERFORMANCE APPRAISALS
AWARDS
PROMOTIONS
SELECTIONS
DISCIPLINARY ACTIONS